

**KKEA(AM) / K224FR (FM Translator) & KHKA(AM)
EEO PUBLIC FILE REPORT
October 1, 2019-September 30, 2020**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|-------------------|--|---------------------------|
| Account Executive | 1-6 | 6 |
| Board Operator | 1-6 | 6 |

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|---|
| 1 | ADP WorkForceNow Job Board https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=6c07f00c-3831-4a0a-8ee6-197ca87080a7 note: all ADP job postings are posted on the Indeed.com (RS 4) and Monster.com (RS 5) job boards and the ESPNhonolulu.com & aiohawaii.com websites. | N | 2 |
| 2 | ESPN Honolulu Website Posting http://www.espnhonolulu.com/ | N | 0 |
| 3 | aio Media Group Website Careers https://www.aiohawaii.com/careers/ | N | 0 |
| 4 | Indeed.com Job Board https://www.indeed.com/ | N | 0 |
| 5 | Monster.com Job Board www.monster.com | N | 0 |
| 6 | Word-of-Mouth Referral | N | 2 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 4 |

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III. RECRUITMENT INITIATIVES

| | Initiative | Description |
|---|-------------------------------------|---|
| 1 | Internship Program | Our SEU regularly offer internships that allow college students to learn from our employees about careers in print, radio and online media. Internships are available in the areas of editorial, graphic design, marketing, social media, and radio broadcasting with mentorship provided by our experienced industry experts. Many of our interns have gone on to pursue careers in their internship study area, and some of our interns have been hired as full-time employees. During this reporting period, we had two interns in our programming department, one each from the Punahou School and University of Hawaii at Manoa. |
| 2 | Participate in Scholarship Programs | During this reporting period, our SEU participated in the Hawaii Association of Broadcasters Academic Scholarship Program. The purpose of this scholarship is to assist full-time college students with the cost of tuition for one year in their pursuit of college study. The students must have the career goal of working in the broadcasting industry, either radio or television. Our stations ran on-air announcements promoting the scholarship program, directing interested parties to the HAB website. Our SEU also posted applications on our website. Fifteen scholarships were awarded totaling \$36,000. |